

**South Shore Realtors® 10, 15 and 31 -Day  
Equity Habit-Building Challenge**

**Day 1: Complete Fairhaven: A Fair Housing Simulation.** NAR launched [fairhaven.realtor](https://fairhaven.realtor) as an online simulation training, where agents work against the clock to sell homes in the fictional town of Fairhaven. Take this journey to experience Fairhaven and be enlightened.

**Day 2: Review the South Shore Realtors® Association-wide DEI Policy. Post your thoughts on the “That’s Who We R” Community on the online community platform The Launch.** **Instructions:** Go to: <https://thelaunch.southshorerealtors.com/home> and log in: **Username** is your **NRDS#** - [click here](#) if you don’t know it and **PW** is your **last name** with initial capital letter). Once logged in, click on “Communities” – “all Communities” and scroll to “Who We R” community and **click green Join button** on the right.

**Day 3: Watch the YouTube Video: Long Island Divided**

<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjCw4WFnJb1AhVFmeAKHUfAAo0QtwJ6BAgDEAI&url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3Dndt1pV2s9gM&usg=AOvVaw0k-aFdv4HUtFmUhARP4Z>

**Day 4: Listen to Youth Poet Laureate Amanda Gorman’s poem**

Given at the 2021 Presidential Inauguration, [The Hill We Climb](#), PBS.org (January 20, 2021).

**Day 5: Read the US Commission on Civil Rights Report: Massachusetts Advisory Committee Report on Hate Crimes Against Asian American and Pacific Islanders in MA**

<https://www.usccr.gov/files/2021-10/ma-sac-aapi-hate-crimes.pdf>

**Day 6: Watch the Film: Seven Days Documentary | 50th Anniversary of the Fair Housing Act**

The Fair Housing Act was ultimately passed just seven days after Dr. Martin Luther King’s untimely death. Produced by the National Fair Housing Alliance in collaboration with Nationwide, this short film reminds us of the backdrop that led to the passage of this landmark civil rights law and its deep significance and compels us all to complete the unfinished work of the Act. 8:50

<https://youtu.be/lualCTZT2S0>

**Day 7: Watch the Video: The Disturbing History of the Suburbs | Adam Ruins Everything**

Redlining: the racist housing policy from the Jim Crow era that still affects us today. 6:20

<https://i.ytimg.com/vi/ETR9qrVS17g/sddefault.jpg>

**Day 8: Read the Article: [When the Dream of Owning a Home Became a Nightmare](#) (The New York Times, Oct. 19, 2019).** The nation’s first program to encourage black homeownership ended in the 1980s with tens of thousands of foreclosures.

**Day 9: Read the Report Executive Summary of *A Broken Bargain for LGBT Workers of Color*.** LGBT Workers of Color are Among the Most Disadvantaged in the US Workforce. The U.S. workforce reflects the diversity of American society. It is well established that a worker's opportunities and experiences in the workforce can vary based on characteristics such as gender, race or ethnicity, religion, age, sexual orientation, or even the part of the country where they live.

<https://www.lgbtmap.org/file/a-broken-bargain-for-lgbt-workers-of-color.pdf>

**Day 10: Read this broad overview of Fair Housing** as it relates to REALTORS® and their clients:  
[What Everyone Should Know About Equal Opportunity Housing](#)

**Day 11: View the Film: *A Matter of Place***

Connecting past struggles for fair housing to contemporary incidents of housing bias based on race, sexual orientation, disability, and source of income, the film presents three stories of people who faced housing discrimination in present-day New York City. They poignantly describe the injuries inflicted on them during these incidents, as well as their resolve to fight for justice. 27:35

<https://www.fairhousingjustice.org/resources/film/>

**Day 12: Read the Article: *NYC Hate-Crime complaints skyrocket, with Anti-Asian attacks up 343%***  
<https://nypost.com/2022/01/21/nyc-hate-crime-complaints-skyrocket-anti-asian-attacks-triple/>

**Day 13: Read the Online Summary Report: *LGBTQ - Workplace Discrimination: Learning from Lived Experiences*** <https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/lgbtq-plus-voices-learning-from-lived-experiences>

**Day 14: Read the Washington Times Article: *The Pervasive Racism against White Males***  
[https://www.washingtontimes.com/news/2021/mar/24/the-pervasive-racism-against-white-males/?utm\\_source=GOOGLE&utm\\_medium=cpc&utm\\_id=chacka&utm\\_campaign=TWT+-+DSA&gclid=EAlalQobChMIx\\_bux9nF9QIVMxCzAB3gMw5-EAMYASAAEgKlvPD\\_BwE](https://www.washingtontimes.com/news/2021/mar/24/the-pervasive-racism-against-white-males/?utm_source=GOOGLE&utm_medium=cpc&utm_id=chacka&utm_campaign=TWT+-+DSA&gclid=EAlalQobChMIx_bux9nF9QIVMxCzAB3gMw5-EAMYASAAEgKlvPD_BwE)

**Day 15: Review the National Report (11/18/21): *Stop AAPI Hate*:** From March 19, 2020, to September 30, 2021, a total of 10,370 hate incidents against Asian American and Pacific Islander (AAPI) persons were reported to Stop AAPI Hate (SAH). The report also includes new details reflecting the data standards established in *Documenting Anti-AAPI Codebook*, which was produced by SAH in collaboration with The Asian American Foundation and provides a list of terms relevant to anti-AAPI hate.  
<https://stopaapihate.org/national-report-through-september-2021/>

**Day 16: Read the Article: *Six signs of Ageism in the Workplace and How to Deal with it***  
<https://www.topresume.com/career-advice/signs-of-ageism-in-the-workplace>

**Day 17: Visit the United Nations Fight Racism website** <https://www.un.org/en/fight-racism/get-involved/share> to download a free social media card and post it to your social media accounts to start your own conversation around this topic.

**Day 18: View the Race/Color Discrimination FAQ's** and select any of the questions from the list to get quick answers to some common questions about race and color discrimination. (US EEOC – Youth at Work). <https://www.eeoc.gov/youth/racecolor-discrimination-faqs>

**Day 19: Read the Article; *The Case for Reparations*** (*The Atlantic*, June 2014). America's moral and economic debt to African Americans from slavery through the present runs through housing. Practices like redlining, predatory home purchase contract schemes, real estate blockbusting, the denial of benefits to black G.I.s returning from WWII, and the targeting of black homebuyers with subprime mortgages denied African Americans the opportunity to build wealth through homeownership. Many of these practices illegally and immorally drained away wealth that African Americans had already earned.

**Day 20: Read the ABA Article: Melissa Little, *Implicit Bias: Be an Advocate for Change***

**Day 21: Take one or more short, visual tests from Harvard's Implicit Association Test** to learn more about how implicit associations work. Focus on Race, Race-Weapons, or Skin Tone *Implicit Association Test (IAT)*

**Day 22: Read the ABA Article: *A Lesson on Critical Race Theory*** by Janel George

**Day 23: Listen to the Podcast: "*Location! Location! Location!*" | NPR Codeswitch** (*National Public Radio*, Apr. 11, 2018) Ira Glass talks to a 15-year-old girl who was kicked out of school after administrators discovered her mother using her grandfather's address to send her to a school just a few miles away. The difference in education was astounding. A reporter talks to a group of New York City residents about their frustrating attempts to rent an apartment. With hidden microphones, we hear landlords tell the apartment hunters that there's nothing available. But that's not necessarily true. And investigative reporter Nikole Hannah-Jones discusses how HUD failed to uphold the Fair Housing Act's command to change the course of residential segregation in America.

**Day 24: Read/Listen to the Forbes Article: *Can the Government Exclude Whites on Account of their Race?*** <https://www.forbes.com/sites/evangerstmann/2021/05/26/can-the-government-exclude-whites-on-account-of-their-race/?sh=66d6e0991003>

**Day 25: Listen to the Podcast: "*House Rules*" | This American Life** (*National Public Radio*, Nov. 22, 2013). Where you live is important. It can dictate quality of schools and hospitals, as well as things like cancer rates, unemployment, or whether the city repairs roads in your neighborhood. On this week's show, stories about destiny by address.

**Day 26: Listen to the Podcast: "*The red line: Racial Disparities in Lending*"** (*Reveal | From The Center of Investigative Reporting*, Feb. 17, 2018). Reporters Aaron Glantz and Emmanuel Martinez tell the story of

two loan applicants – one black, one white – whose experiences raise larger questions about who gets to buy a home, and who doesn't, in America.

**Day 27: Listen to the Podcast: [Ensuring Fair Housing for All with NAR's Bryan Greene | Center for REALTOR® Development Podcast](#) (National Association of REALTORS®, Nov. 2, 2020)**

Growing awareness among real estate professionals has resulted in a clearer understanding that fair housing in America is still an issue. Last November, Bryan Greene, the current Vice President of Political Advocacy at NAR, was featured on NAR's Center for REALTOR® Development Podcast to talk about the Fair Housing situation in America. Bryan talked about the history behind the situation in our country, as well as what tools NAR is using to help their agents start making a change as we move forward to a more fair and equitable industry.

**Day 28: Listen to the Podcast: *George Floyd and Prosecution of Police*.** Erika Gilliam-Booker, President of the National Black Prosecutor's Association and Executive Board Member of the Black Public Defender Association and Byron Conway discuss the prosecution of the police in the murder of George Floyd. They further discuss systemic racial injustice issues and how to address them.

<https://www.buzzsprout.com/252350/4031735-george-floyd-and-prosecution-of-police>

**Day 29: Read the Executive Summary of the Report: A Broken Bargain for LGBT Workers of Color**

LGBT Workers of Color are Among the Most Disadvantaged in the US Workforce. The U.S. workforce reflects the diversity of American society. It is well established that a worker's opportunities and experiences in the workforce can vary based on characteristics such as gender, race or ethnicity, religion, age, sexual orientation, or even the part of the country where they live.

<https://www.lgbtmap.org/file/a-broken-bargain-for-lgbt-workers-of-color.pdf>

**Day 30/31: Watch the Film: *America Divided: A House Divided***

Norman Lear explores the housing divide in New York City, where he is confronted by one of the nation's starkest images of inequality: a record number of homeless people living in the shadows of luxury skyscrapers filled with apartments purposely being kept empty. The creator of "All in the Family," "Good Times" and "The Jeffersons" speaks with tenants, realtors, homeless people, housing activists, landlords and city officials — investigating the Big Apple's affordability crisis, hedge fund speculation on residential housing, and a legacy of racist discrimination that persists today. 44:37

<https://americadividedseries.com/a-house-divided/>

**Additional Resources:**

**Read the article: *NAR Finds Black Home Buyers More Than Twice as Likely to Have Student Loan Debt be Rejected for Mortgage Loans than White Buyers***

<https://www.nar.realtor/newsroom/nar-finds-black-home-buyers-more-than-twice-as-likely-to-have-student-loan-debt-be-rejected-for>

**Print a copy of the [REALTOR® Fair Housing Declaration](#) and post it in your office.**



**Listen to the Podcast: *Why Cities Are Still So Segregated* | Let's Talk | NPR/National Public Radio (6 minutes).** In 1968, Congress passed the Fair Housing Act that made it illegal to discriminate in housing. Gene Demby of NPR's Code Switch explains why neighborhoods are still so segregated today. 6:37  
<https://gl-es.facebook.com/NPR/videos/why-are-cities-still-so-segregated/10156816901251756/>  
Post your thoughts on the "That's Who We R" Launch online Forum.